

CITY OF CHULA VISTA COUNTER PROPOSAL TO CVEA/SEIU 221
REGARDING SALARY ADJUSTMENTS

PROPOSAL #____
DATE: 04/30/2013

CVEA/SEIU 221 PROPOSAL:

CVEA has proposed wage increases as set forth in their April 11, 2013 written proposal.

CITY PROPOSAL:

City of Chula Vista proposal to CVEA/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph shall now read:

I. Salary adjustments shall be made as follows:

For Fiscal-Year (FY) 2013-14:

1. CVEA/SEIU represented employees in classifications identified by the City in attachment 1 shall receive a 2% salary adjustment on the pay period starting July 12, 2013.
2. CVEA/SEIU represented employees in classifications identified by the City in attachment 2 shall receive a 1% salary adjustment on the pay period starting July 12, 2013.
3. CVEA/SEIU represented employees who are not receiving salary adjustments set forth on paragraphs 1 and 2 above and who have not received a raise in the last four (4) years shall receive a one-time stipend in the amount of \$250 on or before September 13, 2013. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

For Fiscal-Year 2014-2015:

1. There shall be no automatic salary adjustments. However, the City would endeavor to, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
 - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next scheduled COLA's.
 - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.

- General Fund total operating reserves have remained stable from the prior fiscal year.
 - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
2. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period.

MOU TERM: The MOU expires on June 30, 2015.

ATTACHMENT 1

The following classifications shall receive a 2% salary adjustment as set forth in the MOU:

Classification:

CUSTODIAN
TRAFFIC DEVICES TECH
TRAFFIC DEVICES TECH SUPV
PUBLIC WORKS SUPERVISOR
SIGNING&STRIPING SUPERVISOR
PARKS SUPERVISOR
TREE TRIMMER SUPERVISOR
PUMP MAINTENANCE SUPERVISOR
ELECTRONICS TECHNICIAN
SR HVAC TECHNICIAN
HVAC TECHNCIAN
ELECTRICIAN
PLUMBER
LOCKSMITH
SR MAINTENANCE WORKER
SR GARDENER
MAINTENANCE WORKER II
GARDENER II
LEAD CUSTODIAN
EQUIPMENT OPERATOR
CUSTODIAL SUPERVISOR
FACILITY & SUPPLY SPECIALIST
PARKING ENFORCEMENT OFFICER
POLICE COMM RELATIONS SPEC
TRAINING PROGRAMS SPEC
EVIDENCE CONTROL ASST
COMMUNITY SERVICE OFFICER
AUTOMATED FINGERPRINT TECH
ANIMAL CONTROL OFFICER
REGISTERED VETERINARY TECH
RANGE MASTER
POLICE SERVICES OFFICER
CIVILIAN BACKGROUND INVESTIGTR

ATTACHMENT 2

The following classifications shall receive a 1% salary adjustment as set forth in the MOU:

Classification

SR EQUIPMENT MECHANIC
PUMP MAINT TECHNICIAN
EQUIPMENT MECHANIC
FIRE APPARATUS MECH
POLICE DISPATCHER
POLICE DISPATCHER SUPERVISOR
AQUATIC SUPV I
RECREATION SUPERVISOR III
AQUATIC SUPV III
AQUATIC SUPV II
RECREATION SUPERVISOR II
ASSOCIATE PLANNER
LANDSCAPE PLANNER II
PROJECT COORDINATOR II
TELECOMMUNICATIONS SPECIALIST
LIBRARIAN II
LIBRARIAN III
VETERINARY ASSISTANT
ANIMAL ADOPTION COUNSELOR
SR ANIMAL CARE ASSISTANT
ADMIN ANALYST II
PUBLIC SAFETY ANALYST